



**FACTORS INFLUENCING EMPLOYEE READINESS FOR ORGANIZATIONAL
CHANGE IN MALAKOFF CORPORATION BERHAD, KUALA LUMPUR**

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**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
CAWANGAN MELAKA KAMPUS BANDARAYA MELAKA**

JANUARY 2018

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Submitted in Partial Fulfilment of the

Requirement for the

Bachelor of Business Administration with Honours

(Human Resource Management)

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

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DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”**

I am Asma Wahidah Binti Abd Aziz (I/C Number: 930516146192) Hereby,
declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated
- All verbatim have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signatures:

Date:

LETTER OF SUBMISSION

January 2018

The Head of Program
Bachelor of Business Administration (Hons) Human Resource Management
Faculty of Business Management
Universiti Teknologi MARA (UiTM)
Cawangan Melaka Kampus Bandaraya Melaka
Off Jalan Hang Tuah
75300 Melaka.

Dear Sir/Madam

SUBMISSION OF PROJECT PAPER

Attached is the project paper titles “Factors Influencing Employee Readiness for Organizational Change in Malakoff Corporation Berhad, Kuala Lumpur’ to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you.

Sincerely,

(Asma Wahidah Binti Abd Aziz)

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ABSTRACT

The purpose of this study was to determine factors that influenced employee readiness to organizational change in Malakoff Corporation Berhad, Kuala Lumpur. Individual levels of readiness towards change were assessed to determine if there were differences in levels of readiness and relationship with peer-supervisor, perceived organizational justice and communication overload. Demographic variables were also assessed to determine whether a relationship existed with change readiness. This research is quantitative research which used the self-administered questionnaires as instruments to collect data. The data had been collected from 103 of 140 respondents which withdrawn from the total 220 element of population by using simple random sampling method. The data collected is then evaluated by using Statistical Package for the Social Science (SPSS) Version 23.0. Thus, Multiple Regression analysis indicates that there are significant relationship between organizational justice and communication overload with employee readiness for change. However, no significant relationship between workplace relations and employee readiness. Regression analysis also reveals that organizational justice is the most influential factors towards employee readiness for organizational change in Malakoff Corporation Berhad, Kuala Lumpur.